

SUBJECT: Compensation, Benefits, and Conditions of work	NUMBER: 1-29.01
EFFECTIVE DATE:	REVIEW DATE:
NMMLEPSC STANDARDS: PER.03.01, PER.03.02, PER.03.03	APPROVED: Sheriff

I. POLICY

All compensation, benefits, and conditions of work will fall under the current Valencia County Personnel Rules and Regulations or as further defined by the County Commission and/or Union Contract.

II. COMPENSATION, BENEFITS, AND WORK CONDITIONS:

A. Salary Program

1. Entry level salary for the agency;
2. Salary differential within ranks;
3. Salary differential between ranks;
4. Compensatory time policy;
5. Overtime Policy

B. Leave Program

1. Administrative leave
2. Holiday leave
3. Sick leave
4. Vacation (annual) leave
5. Bereavement leave

C. Other benefits

1. Retirement program
2. Health insurance program
3. Disability and death benefits program
4. Liability protection program
5. Employee educational assistance program

III. CLOTHING ALLOWANCE

Deputies will be issued a clothing allowance on an annual basis. With the allowance, Deputies will be responsible for all equipment, uniforms, jackets and boots.